



Group Emerging Leaders

Aim: Provide targeted development opportunities for those Nuplex employees identified as having the potential to take on greater leadership roles in the future.

Timing: Over the course of 2015, Group Emerging Leaders – or GEL – members will be invited to take part in structured activities intended to generate awareness of individual learning, thinking and influencing styles.



Focus: At the centre of this journey of discovery and professional growth is the **viaEDGE** assessment – a leadership solution that helps members gain a better understanding of their **Learning Agility**. While there are no good or bad ways to learn, determining the styles that best fit particular senior roles is key to future success.

To kick off: GEL participants will be asked to complete a 30-minute online questionnaire followed by a one-on-one confidential session with a viaEDGE certified coach who will assist with interpreting individual reports.

Armed with new insights and perspectives, GEL members will then meet with their managers to explore on-the-job development opportunities such as increased exposure to senior leaders and strategic issues, involvement in special or cross-functional projects, stretch assignments, secondments, targeted training and formal mentoring.

While the overall objective of this initiative is to accelerate the development of emerging leaders, participation itself does not guarantee promotion. The GEL initiative is geared towards building a group of motivated Nuplex people who can compete for future leadership positions.

Note: Participants' managers, respective NET members and Region HR Managers only will be advised of GEL membership.